

An Inquiry into Racism and Health Inequities

A lecture series hosted by
the Healthcare Advocates
for Social Justice

2024

Lindsay Williams

Overview

UCSF Healthcare Advocates for Social Justice, a diverse group of faculty and staff, created a lecture series to promote critical thinking and reflection around topics of intersectional antiracism called An Inquiry into Racism and Health Inequities. Our grant proposal was for additional funds to pay speakers and increase accessibility. The speaker honorarium would increase from \$600 to \$1000 per talk and the accessibility would be for providing closed captioning for recorded talks.

Data Snapshot

With the grant funding we were able to identify and pay two additional speakers, increasing the number of talks from 4 to 6 in the first half of the year, which is a 17% increase in events compared to the first 6 months of 2023.

Resources

<https://support.google.com/youtube/answer/6373554?hl=en>

<https://www.linkedin.com/pulse/pay-your-speakers-full-stop-ruchika-tulshyan/>

UCSF Human
Resources
Wellness



Project Details

UCSF Healthcare Advocates for Social Justice is a diverse group of staff that formed in response to the rampant anti-Black racism in the United States. As part of our work, we created a lecture series to promote critical thinking and reflection around topics of intersectional antiracism. We highlight the voices and expertise of community activists and grassroots organizers who do not traditionally have access to share their experiences in academic and medical settings. We are promoting the work of community activists because they live the work of anti-racism and build the foundational tenets of social justice practice. The series bridges the divide between academic isolationism and community action, in hopes that we can actionably progress UCSF's antiracism efforts. We post each recorded session on YouTube so the words of the speakers can reach as many members of the UCSF community as possible. Part of this effort is paying speakers for their expertise. Academic settings have historically utilized the work of marginalized communities without offering monetary reimbursement for their expertise. Paying the speakers for their time and building a space where their voices can be amplified is part of our group's mission.

Project Challenges

Since applying for and receiving the grant, YouTube released its own AI feature that captions videos at no extra cost, without the need for drafting and uploading a transcript. This was not as much of a challenge as it was a blessing, freeing up additional grant funds to pay additional speakers rather than using it for closed captioning. However, the challenge came in informing viewers that this feature is now available. We have yet to incorporate this development into our recordings, thus not increasing accessibility as quickly as we had hoped.

Lessons Learned

Having the funding for more speakers, thus more events, any extra time was spent coordinating and organizing for the additional talks, which took time away from our ability to promote and market them. This resulted in a lower number of registrants for the live events. The registrant numbers weren't drastically lower than the previous years, but for future speaking events we plan to dedicate more time and effort into marketing to achieve the increase we were originally hoping for.